

**Minutes in Brief**

SOUTHERN OREGON EDUCATION SERVICE DISTRICT  
BOARD OF DIRECTORS REGULAR MEETING,  
WEDNESDAY, OCTOBER 18, 2017

**Call to Order**

A regular meeting of the Southern Oregon Education Service District Board of Directors was held Wednesday, October 18, 2017 in the downstairs conference room of the ESD's Medford office located at 101 North Grape Street, Medford, Oregon. At 6:09 p.m., Chair McKinley called the meeting to order at which time he led the Pledge of Allegiance.

**Attendance**

Board members in attendance were Rosie Converse, Christine Norton-Cotts, Doug McKinley, Annie Valtierra-Sanchez, Toni Webb. Dave Jensen attended via web-conference from Klamath Community College. Maud Powell was in attendance for a portion of the meeting.

Board members Jamie Jennings and DonnaJean Wendle were absent.

Also in attendance from the SOESD staff were Jessica Bach, Lucienne Baughman, Melia Biedscheid, Ben Davol, Kim Hosford, Susan Peck, Daniel Weaver, and Scott Beveridge, superintendent/clerk.

**Comments from the Associations**

Kim Hosford, president of the SOESD Licensed Education Association, read a prepared statement. She expressed the Association's concerns with contract negotiations and other issues, and requested the board renew its commitment to bargaining and to making a proposal that provides employees with an incentive that retains them.

No representatives from the classified association were present.

**Requests to Address Agenda Items**

There were no requests from the audience to address an agenda item.

**Consent Agenda**

The consent agenda consisted of the following items:

- A. Approval of Agenda
- B. Approval of Minutes: Regular Meeting of September 20, 2017
- C. Personnel Report
- D. Financial Report

It was moved by Member Converse, seconded by Member Powell, and passed unanimously to amend the agenda to address the topic of compensation for non-bargaining labor groups.

Member Webb presented a motion to approve the consent agenda as amended. The motion was seconded by Member Norton-Cotts and approved unanimously.

## Education

Ben Davol, Computer Information Services Manager, provided a presentation on the history of the Computer Information Services program and the mission critical services provided by the SOESD's datacenter. In past years, SOESD led an initiative to install data centers on districts' campuses, demonstrating about a 40% cost-savings for those districts. The new SOESD Regional Data Center is a new project that consolidates those data centers, projected to provide an ongoing savings of nearly 700% collectively for districts. Services hosted at SOESD include Email, Business Information Systems, Student Information Systems, Library Management Systems, Lunch Systems, File Servers, Internet, and Cloud Hosting. An additional advantage of the regional data center is that component districts' IT staff are freed from many previous management tasks, which allows them to focus on supporting technology projects that directly improve outcomes for students, staff, and parents within their districts. Superintendent Beveridge thanked Mr. Davol for his hard work and praised the great team of employees in Computer Information Services for their outstanding work and ideas.

## Communications

Superintendent Beveridge reviewed his schedule for the months of October, November, and December 2017, noting his participation in the following activities:

- October 2-3, 2017: Mr. Beveridge met with ESD superintendents during the OAESD Superintendents Retreat to further discuss ESDs' various service models and current issues impacting SOESD.
- October 4, 5, and 9: Meetings continue to be held with the licensed and classified associations to negotiate labor contracts. Lisa Freiley, SOESD's new Human Resources Manager, now facilitates these meetings; Superintendent Beveridge is onsite to confer with the district's team members during caucus.
- October 4, 5, 17: Superintendent Beveridge and Business Manager Weaver have met on multiple dates to prepare in-depth cost-models and financial reports for districts as part of the LSP process.
- October 6, 12, 16, 26: Meetings are scheduled with the business managers and superintendents to facilitate the Local Service Plan process.
- October 10, 16: Superintendent Beveridge and SOESD Special Education program leaders have been discussing Regional Program Services and alternative / hybrid models for providing PDHH services.
- October 11: Superintendent Beveridge attended the Southern Oregon Air Academy Board Meeting to discuss and develop a new program to train and prepare students for careers in aeronautics, electrical, engineering, mathematics, physics, and other fields.
- October 17: SOESD sponsored a Southern Oregon Success (SORS) Key Leaders and Community Event with special guest speaker, Kenneth Ginsburg, MD, presenting *Resilience in Action: A Strength-Based Approach to Working with Young People*.

## Administration

### A. Regional Advisory Council Appointments

Two individuals were presented to the board for appointment to serve on the Regional Advisory Council. A biography for each was provided. It was moved by Member Converse and seconded by Member Webb to appoint Bryan Hinson and Jack Thompson to the Regional Advisory Council. The motion carried unanimously.

### B. 2018-2019 SOESD Local Service Plan

Superintendent Beveridge shared the status of conversations with superintendents regarding the development of the 2018-2019 SOESD Local Service Plan (LSP) and discussion regarding the potential for districts to submit an “intent to withdraw” from ESD services as provided for school districts under ORS 334.015. Central Point School District, Grants Pass School District, and Medford School District have requested that SOESD Core Service areas be provided through a menu. Superintendent Beveridge distributed, for the board’s review, the menu of services provided to Grants Pass School District, which is currently the only withdrawn district from SOESD. Mr. Beveridge reported that the area superintendents have appointed the districts’ business managers as a subcommittee to study the SOESD budget and service area cost models, then make recommendations regarding service areas and structure of the 2018-19 LSP. Superintendent Beveridge and Business Manager Weaver reviewed various cost models for each program area, as well as a draft menu structure for the current Core Service areas that was presented to districts for consideration. The board discussed balancing program stability while at the same time providing flexibility to meet districts’ service needs on a year-to-year basis. As an example, should SOESD move to providing Core Services through a menu, Medford School District has offered a three-year commitment to service area selections. Superintendent Beveridge will keep the board apprised as discussions continue.

### C. Superintendent’s Goals for 2017-2018

Superintendent Beveridge distributed a draft of his goals for the 2017-2108 fiscal year. It was moved by Member Webb to accept the goals for Superintendent Beveridge as presented. The motion was seconded by Member Valtierra-Sanchez and received unanimous approval.

### D. Compensation for Non-Bargaining Labor Groups

Superintendent Beveridge presented 2017-2018 compensation proposals for the following non-bargaining labor groups.

#### **Administrators (Licensed and Non-Licensed) Proposal:**

- 1.0% COLA
- Step increase and Premium Service Pay (PSP) movement (if eligible)
- District contribution toward insurance premiums based on the insurance tier selected by employee:

Family	\$1717
Employee/Child	\$1,068
Employee/Spouse	\$1,199
Employee Only	\$ 555

- The Administrator who elects OEGB's Evergreen Plan shall receive the following Health Savings Account (HSA) Contribution:
 

Evergreen PPO	\$50 per month during the plan year
Evergreen CCM (Synergy)	\$100 per month during the plan year
- The Administrator who can show proof of other group health insurance and opt-outs of health, vision, and dental plans shall receive \$300 per month for 2017-2018. (The Administrator must opt-out of all three insurances in order to be eligible for this benefit). If the opt-out language in any way violates the rules under the Affordable Healthcare Act, IRS, or the insurance carrier, the parties agree the opt-out provision shall be immediately corrected to an allowable amount.
- Change in holidays: President's Day will no longer be a paid holiday. The Friday after Thanksgiving Day will be a paid holiday.

**Business Manager Proposal:**

- 1% COLA
- District contribution toward insurance premiums based on the insurance tier selected by employee:
 

Family	\$1,717
Employee/Child	\$1,068
Employee/Spouse	\$1,199
Employee Only	\$ 555
- The Business Manager who elects OEGB's Evergreen Plan shall receive the following Health Savings Account (HSA) Contribution:
 

Evergreen PPO	\$50 per month during the plan year
Evergreen CCM (Synergy)	\$100 per month during the plan year
- Change in holidays: President's Day will no longer be a paid holiday. The Friday after Thanksgiving Day will be a paid holiday.

**Confidential Employees Proposal:**

- 1% COLA
- Placement on the non-licensed administrator salary schedule
- District contribution toward insurance premiums based on the insurance tier selected by employee:
 

Family	\$1,717
Employee/Child	\$1,068
Employee/Spouse	\$1,199
Employee Only	\$ 555
- A confidential employee who elects OEGB's Evergreen Plan shall receive the following Health Savings Account (HSA) Contribution:

- |                   |                                      |
|-------------------|--------------------------------------|
| Evergreen PPO     | \$50 per month during the plan year  |
| Synergy Evergreen | \$100 per month during the plan year |
- A confidential employee who can show proof of other group health insurance and opt-outs of health, vision, and dental plans shall receive \$300 per month for 2017-2018. (The confidential employee must opt-out of all three insurances in order to be eligible for this benefit). If the opt-out language in any way violates the rules under the Affordable Healthcare Act, IRS, or the insurance carrier, the parties agree the opt-out provision shall be immediately corrected to an allowable amount.
  - Change in holidays: President's Day will no longer be a paid holiday. The Friday after Thanksgiving Day will be a paid holiday.

**Superintendent Proposal:**

- 1% COLA
- Replicate administrator experience (step): 2%
- District contribution toward insurance premiums based on the insurance tier selected by employee:

Family	\$1,717
Employee/Child	\$1,068
Employee/Spouse	\$1,199
Employee Only	\$ 555
- If the superintendent elects OEBC's Evergreen Plan, he shall receive the following Health Savings Account (HSA) Contribution:

Evergreen PPO	\$50 per month during the plan year
Synergy Evergreen	\$100 per month during the plan year
- If the superintendent can show proof of other group health insurance and opt-outs of health, vision, and dental plans, he shall receive \$300 per month for 2017-2018. (The superintendent must opt-out of all three insurances in order to be eligible for this benefit). If the opt-out language in any way violates the rules under the Affordable Healthcare Act, IRS, or the insurance carrier, the parties agree the opt-out provision shall be immediately corrected to an allowable amount.
- Change in holidays: President's Day will no longer be a paid holiday. The Friday after Thanksgiving Day will be a paid holiday.

Superintendent Beveridge will gather information and report to the board in response to a question raised by a board member about whether confidential employees are eligible to receive overtime pay.

It was moved by Member Converse to accept the compensation proposal for non-bargaining labor groups as presented. Member Norton-Cotts seconded the motion which was approved unanimously by the board of directors.

E. SOESD Board Director Resignation and Vacancy

Chair McKinley reported that Member Wendle had submitted a letter of resignation from the SOESD Board, Zone 1. It was moved by Member Jensen to accept DonnaJean Wendle's resignation from the SOESD Board Zone 1 and declare the zone vacant. The motion

was seconded by Member Norton-Cotts and passed unanimously.

Member Converse moved to request administration solicit applications through January 1, 2018, interview applicants as a full board during the January 17, 2018 regular meeting, and take formal action to fill the seat at that meeting or open the application process for an additional time period. The motion was seconded by Member Valtierra-Sanchez. After discussion, Member Jensen called for the question and the motion passed unanimously.

**Business Affairs**

**2018-2019 SOESD Budget Calendar**

Business Manager Weaver presented the budget calendar for fiscal year 2018-2019. Mr. Weaver noted that the first meeting of the budget committee is scheduled for Wednesday, May 9, 2018. It was moved by Member Converse to accept the Southern Oregon ESD Budget Calendar for Budget Year 2018-2019. The motion was seconded by Member Norton-Cotts and approved unanimously by the Board.

**Executive Session**

At 8:45 p.m., Chair McKinley called the board into Executive Session to conduct deliberations with persons designated by the governing body to carry on labor negotiations, pursuant to ORS 192.660(2)(d).

**Open Session**

At 10:06 p.m. Chair McKinley reconvened the board into open session.




**Miscellaneous**

- A. OSBA Fall Regional Meeting, October 25, 2017, Inn at the Commons, 6:00 p.m. *Superintendent Beveridge, Members Converse, Jensen, Norton-Cotts, Powell, Valtierra-Sanchez, and Webb are planning to attend.*
- B. OAESD Superintendents and Boards Fall Summit, November 9, 2017, Portland Downtown Marriott, 7:30 a.m. – 4:30 p.m. *Superintendent Beveridge, Members Norton-Cotts, Jensen, and Webb plan to attend.*
- C. 2017 OSBA Annual Convention, November 10-12, 2017, Portland Marriott Downtown Waterfront Hotel. *Superintendent Beveridge, Members Converse, Jensen, Norton-Cotts, Powell, Valtierra-Sanchez, and Webb are planning to attend.*
- D. Next Regular Meeting, Wednesday, November 15, 2017, 6:00 p.m., Southern Oregon ESD, Medford Office.
- E. AESA Annual Conference, November 30 through December 2, 2017, JW Marriott, San Antonio, Texas. *Member Norton-Cotts plans to attend.*

**Adjournment**

There being no further business, Chair McKinley adjourned this meeting of the Southern Oregon ESD Board of Directors at 10:10 p.m.



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Doug McKinley, Chair  
Southern Oregon ESD Board of Directors

Scott Beveridge  
Superintendent/Clerk